

# Organizational Change Management

*“Helping your people to embrace, adopt & use your technology investments so that you can achieve your ROI faster!”*



- 20% of all business departments are unable to adapt to technology disruption
- 69% of study participants<sup>1</sup> reported that applying Change Management (CM) had a positive or very positive impact on employee engagement
- 71% of study participants indicated that they disagreed or strongly disagreed with the statement throughout their organizations that there is a single, common and shared definition of CM
- 73% of organizations were nearing, at or past the point of change saturation
- 88% of study participants indicated that managers and supervisors were not effective or only somewhat effective at coaching employees through personal transitions (associated with change)
- 93% of projects with excellent CM met or exceeded project objectives compared to 15% with poor Change Management - **6X success!**

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<sup>1</sup> Change management training and research company Prosci surveys change agents every 2 years, with the goal of assembling & sharing its insight derived from more than 6,000 contributors to its body of knowledge from across 85 countries over a ten-year period.

## About Approach Consulting

**Enabling your business & technology success today, helping your people with change.**

We are a trusted, independent, and objective Consulting firm providing Technology Advisory, Organizational Transformation and Project-based Services.

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From Prosci's most recent (2018 - 10th) edition, the top four change management best practice statistics are:

### Active & visible Executive Sponsorship

For ten consecutive studies, and noted three times more often than any other, active & visible executive sponsorship was identified as the greatest overall contributor to change success.

Study participants reported that sponsors who demonstrated active support throughout the change lifecycle, engagement in change activities, and influence among their peers to maintain buy-in were critical to the success of change.

### Focus on Quality

Research shows that the quality of change management strongly affects the outcome of a project.

In fact, with high-quality change management techniques in place, your project is SIX TIMES MORE LIKELY to meet benchmarks than with leaders who fail to effectively manage both people and processes.

### People drive Process

71% of study participants that implemented change management techniques completed their projects on schedule.

Sometimes project leaders are so focused on implementation deadlines that they fail to manage the people affected by the

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project. When this happens, the rollout becomes more like a rollover, and the project falters.

The change management statistics provided by the Prosci study show that effective change management means better schedule adherence.

### Project bottom line positively impacted by effective CM

81% of the projects with effective change management came in on or under budget, according to the study. When change management wasn't as effective, there was a clear negative fiscal impact.

The Harvard Business Review suggests 60-70% of all the change initiatives undertaken in organizations fail.

Could this be because leaders fail to fully embrace the concept of change management that is so crucial to the successful implementation of any project?

### What is OCM?

At its very core, Organizational Change Management (OCM) is a framework that organizations can leverage to help their people to embrace, adopt & use the investments the organization is making, so that ROI can be achieved more quickly.

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## Why do we need OCM?

Simply, we are changing so much more now than ever in our business & personal daily lives.

Being armed with relevant knowledge, tools & support helps us & our organizations make our transitions much easier & much more effectively.

## How we help

### Preparing you for Change

- Assess your current Organizational Change Readiness
- Review/Update/Develop your Organizational Change Strategy

### Developing your Change Plan

- Draft initial plan to help your people embrace change, adopt & use your new technology

### Implementing Phase 1

- Develop/Refine Organizational Change Model & Metrics
- Mentor/Coach your Executives, to create/raise Awareness

### Implementing Phase 2

- Mentor/Coach your Organization / Departments, to create/raise Awareness
- Build Organizational Change Desire, Knowledge & Ability

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## Implementing Phase 3

- Reinforce & Measure Change
- Facilitate workshops and/or deliver 1:1 mentoring

### Our OCM engagement models:

#### Jumpstart:

- Assess your Organizational Change Readiness
- Develop your Change Strategy & initial Plan
- Coach/Mentor your Change Leader(s) for early ownership of your Change program

#### Facilitate:

- *Jumpstart* + ongoing Change Leadership (either direct or in support) until a defined transition point during your project when your staff are primed to lead

#### Manage:

- *Facilitate* + full-service Change Management Services from Assessment through Reinforcement (& beyond as needed)

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Whether you need help with a specific project or you wish to develop your Organizational Change Management maturity, let's get started on preparing your organization for change, and ultimately helping your people to embrace, adopt & use your (technology) investment so that you can get to your ROI much quicker!

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**“I have worked with Approach and Chris Gunn over the years. The knowledge and expertise this firm brings to the table is outstanding. The cadre of consultants bring an exceptional amount of real-life experience. These folks have done the job that they are consulting about.... sometimes rare in the world. I would love to work with them again.”**

**- Robert C. Tyk, Hospital CEO**

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A large, solid green arrow pointing to the right, containing the text "Start your change TODAY" in white, bold, sans-serif font.

**Start your change TODAY**

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